

# GENDER EQUITY POLICY

Policy No.:- IIMTU/RO/IQAC/2022/24

**IIMT**  
**UNIVERSITY**  
— MEERUT (U.P.) —  
Transforming Education System, Transforming Lives



# **GENDER EQUITY POLICY**



## INDEX

SR. NO.	PARTICULARS	PAGE NO.
1	Foreword	3
2	Introduction	4
3	Objective & Functions	6
4	Annexure I	8
5	Annexure II	9
6	Annexure III	10



## FOREWORD

Established in 2016, IIMT University, Meerut has successfully created unique systems for harboring a student-centric environment where learning unfolds through a strong academic structure, fundamental teaching methodologies, persistent research, and innovation. It is rated among the best private university in north India and among the top 10 universities in UP. IIMT University has a rich legacy in the field of education and exemplary recognition in corporate, academia, and the public at large. From the world-renowned Blackboard LMS to high-speed internet access all around the campus, we are driven by technology. All-round quality is assured through technology-driven professional management of the University.

IIMT University is recognized by University Grants Commission (UGC), a statutory body of the Government of India established for the coordination, determination, and maintenance of standards of university education in India.

Educational success for all the IIMT students is ensured by providing quality learning by experienced and knowledgeable faculty members who are equipped with an effective, evidence-based teaching approach, that upholds the high teaching standards through strategic professional development at all levels. IIMT University, Meerut believes in all-inclusive learning strategies involving several innovative teaching approaches that deal with the needs of students from diverse backgrounds, learning styles, and abilities.

The hands-on learning that our students are continuously exposed to is designed to groom future leaders, innovators, and professionals who are not only academically qualified but also have a passion for their profession. IIMT University offers a unique and inspirational academic model designed to match international standards. A wide spectrum of programs is paired with flexibility, experiential learning, and interdisciplinary orientation.

IIMT University is a dream destination that helps young students to move ahead & achieve their career & life goals.

*GENDER EQUITY POLICY (Policy No. IIMTU/RG/IOAC/2022/24)*

Page 3 of 10





## INTRODUCTION

Gender equity refers to the concept of fairness and justice in the treatment and opportunities available to individuals of all genders. It aims to ensure that all individuals, regardless of their gender identity or expression, have equal access to resources, rights, and opportunities in various aspects of life, including education, employment, healthcare, and social participation.

Gender equity recognizes that historically, many societies have been characterized by gender-based discrimination, stereotypes, and biases that have limited the opportunities and potential of certain genders, particularly women and marginalized gender identities. It seeks to address and rectify these disparities by challenging and transforming the underlying social, cultural, and institutional norms and structures that perpetuate gender inequality.

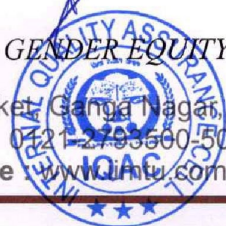
The concept of gender equity goes beyond the notion of gender equality, which focuses on treating everyone the same. While equality is important, it does not necessarily address the historical and systemic disadvantages that certain genders face. Gender equity acknowledges that different genders may require different strategies and support to achieve true equality. It acknowledges and values the diverse experiences, perspectives, and needs of individuals across the gender spectrum.

Gender equity encompasses various dimensions, including:

1. **Economic Equity:** Ensuring equal pay for equal work, addressing occupational segregation, and promoting economic opportunities for all genders.
2. **Education Equity:** Eliminating gender biases in educational systems, ensuring equal access to quality education, and challenging stereotypes in academic and career choices.
3. **Health Equity:** Addressing gender-based disparities in healthcare access, treatment, and outcomes, and promoting reproductive rights and sexual health for all genders.
4. **Political and Social Equity:** Encouraging equal participation and representation of all genders in decision-making processes, leadership roles, and community engagement.
5. **Cultural and Social Norms:** Challenging harmful gender stereotypes, promoting positive and inclusive representations of all genders, and fostering respectful and equal relationships.

*GENDER EQUITY POLICY (Policy No. IIMTU/RO/IOAC/2022/24)*

Page 4 of 10



Achieving gender equity requires collective effort from individuals, communities, organizations, and governments. It involves policy changes, legal reforms, awareness-raising campaigns, and the creation of inclusive environments where all genders can thrive and contribute to society.

Gender equity is not only a matter of social justice and human rights but also a critical driver of sustainable development and progress. By empowering individuals of all genders, breaking down barriers, and addressing systemic inequalities, gender equity creates a more just, inclusive, and prosperous society for everyone.





## OBJECTIVES & FUNCTIONS

Gender equity policies vary across different organizations, institutions, and countries. They are designed to promote equality and empower individuals of all genders, creating environments where everyone can thrive and contribute to their fullest potential. There are several reasons why a gender equity policy is necessary. A gender equity policy typically includes the following key elements:

- 1. Promoting Equality:** Gender equity policies are crucial for promoting equality between genders. They address historical and systemic gender-based discrimination, biases, and disparities that exist in various spheres of life, such as employment, education, healthcare, and social opportunities. By implementing policies that ensure equal treatment and opportunities, societies can work towards achieving gender equality.
- 2. Eliminating Gender-Based Discrimination:** Gender equity policies aim to eliminate gender-based discrimination. Such discrimination can manifest in various ways, including pay gaps, limited career advancement opportunities, stereotyping, and unequal access to resources and services. A gender equity policy sets clear guidelines and standards to prevent and address such discrimination.
- 3. Enhancing Diversity and Inclusion:** Gender equity policies foster diversity and inclusion. They recognize that individuals of all genders have unique perspectives, talents, and contributions to offer. By creating an inclusive environment where everyone feels valued and respected, organizations and societies can benefit from a wide range of experiences and insights, leading to innovation and better decision-making.
- 4. Ensuring Economic Empowerment:** Gender equity policies play a crucial role in promoting economic empowerment. When barriers to education, employment, and entrepreneurship are removed, women and individuals of marginalized genders can access equal opportunities to earn a livelihood and contribute to the economy. This leads to increased productivity, economic growth, and poverty reduction.
- 5. Improving Social Well-being:** Gender equity policies contribute to overall social well-being. By addressing gender disparities and empowering individuals of all genders,

GENDER EQUITY POLICY (Policy No. IIMTU/RO/IOAC/2022/24)

Page 6 of 10



societies can enhance social cohesion, reduce inequalities, and improve overall quality of life. It fosters a sense of fairness, justice, and inclusivity that benefits everyone.

- 6. Meeting Legal and Human Rights Obligations:** Gender equity policies help organizations and governments meet their legal and human rights obligations. Many countries have laws and international commitments that require the promotion of gender equality and the elimination of discrimination. Implementing a gender equity policy ensures compliance with these legal frameworks and demonstrates a commitment

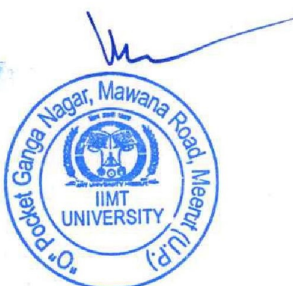




## ANNEXURE -I

### INTERNAL COMPLAINT COMMITTEE/ANTI-SEXUAL HARRASMENT COMMITTEE

Sr. No.	Name	Designation
1	Dr. Sarita Goswami	Chairperson/Head
2	Dr. Mukta Sharma	Dy. Head
3	Dr. Neeraj Sharma	Member
4	Dr. Satish Kumar	Member
5	Dr. Dharmendra Shishodia	Member
6	Dr. Vatsala Tomar	Member
7	Dr. Shelly	Member



## ANNEXURE -II EQUAL OPPORTUNITY CELL

Sr. No.	Name	Designation
1	Dr. Sandeep Kumar	Chairperson/Head
2	Dr. Satish Kumar	Dy. Head
3	Dr. Mukesh Kumar	Member
4	Mr. Nirbhay Kumar	Member
5	Ms. Rachna Chaudhary	Member
6	Dr. Ahatesham Ansari	Member





## ANNEXURE - III

### WOMEN CELL

Sr. No.	Name	Designation
1	Ms. Rachna Chaudhary	Chairperson/Head
2	Dr. Neetu Maan	Dy. Head
3	Dr. Farha Hashmi	Member
4	Dr. Virendra Singh	Member
5	Mr. S.P.S. Tomar	Member
6	Ms. Anita Rana	Member from NGO

